

Goals/ Objectives	Activities	Expected Outcome	Target Date	Lead Staff	Progress During Year Since Last July 1
1. Prepare and disseminate pertinent statistics on American Indian community and participant populations, numbers of American Indian participants served and other relevant data.	1.A DCS to compile total number of cases in Spokane DCS Tribal Unit where the custodial parent is receiving Spokane Tribal TANF benefits and provide to the Spokane Tribe (“hereinafter “Tribe”).	1.A Total number of cases in Spokane DCS Tribal Unit where the custodial parent is receiving Spokane Tribal TANF benefits.	July 1, 2004	Karl Boettner Margo Hill	Completed
	1.B DCS to compile total number of cases in Spokane DCS where the custodial parent is a Tribal member and provide to the Tribe.	1.B Total number of cases in Spokane DCS where the custodial parent is a Tribal member.	July 1, 2004	Karl Boettner Margo Hill	Completed
	1.C DCS to compile total number of cases in Spokane DCS where the non-custodial parent is a Tribal member and provide to the Tribe.	1.C Total number of cases in Spokane DCS where the non-custodial parent is a Tribal member.	July 1, 2004	Karl Boettner Margo Hill	Completed
	1.D DCS to compile total number of cases in Spokane DCS where the custodial parent is a Tribal member and living off the Tribe’s Reservation and provide to the Tribe.	1.D Total number of cases in Spokane DCS where the custodial parent is a Tribal member and living off the Tribe’s Reservation.	July 1, 2004	Karl Boettner Margo Hill	Completed

	1.E. DCS to compile total number of cases in Spokane DCS where the non-custodial parent is a Tribal member and living off the Tribe's Reservation and provide to the Tribe.	1.E. Total number of cases in Spokane DCS where the non-custodial parent is a Tribal member and living off the Tribe's Reservation.	July 1, 2004	Karl Boettner Margo Hill	Completed
	1.F DCS to compile total number of cases statewide in DCS where the non-custodial parent is a Tribal member and provide to the Tribe.	1.F Total number of cases statewide in DCS where the non-custodial parent is a Tribal member.	July 1, 2004	Karl Boettner Margo Hill	Completed
	1.G DCS to compile total number of cases statewide in DCS where the non-custodial parent is a Tribal member and provide to the Tribe.	1.G Total number of cases statewide in DCS where the non-custodial parent is a Tribal member.	July 1, 2004	Karl Boettner Margo Hill	Completed

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2. Ensure efforts are made to recruit/hire American Indian staff to meet the overall DSHS goal of having a diverse workforce.	2.A DCS to investigate with other DSHS agencies and IPSS the feasibility of hosting an all-agency Region One DSHS Job Fair For American Indians in Region One.	2.A One or more personal, telephonic or written communication(s) by DCS with other DSHS agencies and IPSS and report to Tribe.	April 1, 2005	Dave Parman Anissa Abrahamson	Not Completed
	2.B DCS to investigate with other DSHS agencies and IPSS the feasibility of hosting a targeted pre-test training session at Spokane Tribal Employment and Training Office co-located with Spokane Tribal TANF Office in Spokane (city).	2.B One or more personal, telephonic or written communication(s) by DCS with other DSHS agencies and IPSS and report to Tribe.	April 1, 2005	Dave Parman Anissa Abrahamson	Not Completed
	2.C DCS to provide Tribe with DCS job recruitment posters regarding employment opportunities with DCS for posting at Spokane Tribal TANF office and other appropriate Tribal offices.	2.C Posting at Spokane Tribal TANF Office of a job recruitment poster regarding employment opportunities with DCS.	April 1, 2005	Dave Parman Lorraine Parlange Dawn Pullin	Not Completed
	2.D DCS to provide Tribal Employment and Training Office in Spokane with electronic or hard copies of DCS job opening announcements as DCS becomes aware of them.	2.D Transmission by DCS of one or more electronic or hard copies of DCS job opening announcements to the Tribal Employment and Training Office in Spokane.	April 1, 2005	Dave Parman Anissa Abrahamson	Not Completed

	<p>2.E DCS to work with IPSS Region One Manager to explore availability of providing workshops to American Indians in Region One, through the Executive Recruiter for DSHS Management Services Administration, in the following subject areas: Effectively completing the State of Washington Employment Application, Effectively completing the In-person Examination for a position, Effectively completing the Experience and Training Examination for a position.</p>	<p>2.E DCS to jointly host, with the Region One IPSS Manager, and Region One Tribal Employment and Training officials at least one Workshop in one of the subject areas for any American Indians interested in DSHS employment and to be led by a DSHS recruitment or employment or human resource specialist.</p>	April 1, 2006	Karl Boettner Anissa Abrahamson	Not Completed
	<p>2.F DCS Spokane to explore feasibility of including one or more Spokane Tribal Employment and Training officials in any DCS wide and/or DSHS wide email lists or contact lists for open position announcements in DCS and/or DSHS.</p>	<p>2.F DCS Spokane to contact relevant DCS, DSHS or other State officials regarding currently available distribution lists of DCS and/or DSHS position announcements and to contact relevant Spokane Tribal Employment and Training officials and report to the Tribe on inclusion of them on such distribution lists and implement inclusion if agreeable.</p>	April 1, 2006	Karl Boettner Anissa Abrahamson	Not Completed
	<p>2.G DCS Spokane to explore feasibility of placing Spokane Tribal TANF clients at DCS Spokane in work experience positions.</p>	<p>2.G DCS Spokane to contact relevant DCS, DSHS or other State officials regarding feasibility of placing Spokane Tribal TANF clients at DCS Spokane in work experience position and reporting to the Tribe on the officials contacted and the feasibility of implementation.</p>	April 1, 2006	Karl Boettner Lorraine Parlange Dawn Pullin	Not Completed

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3. Work with tribes to determine the need for, negotiate and/or implement local Tribal-State agreements, protocols, MOU's, contracts, or processes.	3.A DCS and Tribe to continue implementation of the February 2003 TANF Operating Agreement with DSHS Region One.	3.A State the total number of cases in Spokane DCS Tribal Unit where the custodial parent is receiving Spokane Tribal TANF benefits.	July 1, 2004	Barb Melville Dave Parman Margo Hill Lorraine Parlange	Completed
	3.B DCS and Tribe, as advised by the Tribe, to discuss possible child support services on Spokane Tribal TANF cases assigned to the Spokane DCS Tribal Unit where no previous State of Washington TANF benefits have been provided to the custodial parent.	3.B One or more meetings between DCS and the Tribe, as advised by the Tribe, to discuss possible child support services on Spokane Tribal TANF cases assigned to the Spokane DCS Tribal Unit where no previous State of Washington TANF benefits have been provided to the custodial parent.	October 1, 2004	Barb Melville Dave Parman Margo Hill Lorraine Parlange	Completed

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4. Ensure communication with tribal governments, landless tribes, and off reservation American Indian organizations for information sharing, consultation, joint planning, and problem solving.	4.A DCS and Tribe reach agreement on regular handling of child support establishment and enforcement regarding Spokane Tribal TANF cases.	4.A DCS and the Tribe reach agreement that (1) when DCS opens a Spokane Tribal TANF case (where the custodial parent has applied for Spokane Tribal TANF benefits and that custodial parent previously received State TANF benefits or that custodial parent previously received non-assistance services from DCS), we will provide Spokane Tribal Accounting with a copy of the "Basic Case" computer screen, and the "Case Financial" screen on our case to assist Tribal Accounting with identifying the parties and the amount of child support arrearages assigned to the Spokane Tribal TANF program; (2) when the Spokane Tribal TANF Program closes its case, it will notify our office; and (3) when our office receives notice of a Spokane Tribal TANF case closure, our office will send to the Spokane Tribal TANF Program a month-by-month debt calculation, a copy of our Basic Case screen on the case, and a copy of our "Order Record" screen on the case.	April 1, 2006	Margo Hill Lorraine Parlange Barbara Melville Karl Boettner	Completed
		4.B Spokane County State of	April 1,	Margo Hill	

	<p>4.B DCS to arrange meeting of Judge (on behalf of Spokane County Superior Court Judges), representative of Spokane County Prosecutor's Office, DCS and Tribal representatives regarding how the Tribe would like child support issues handled in private cases where Spokane Tribal TANF benefits have been paid to one of the parties.</p>	<p>Washington Superior Court Judges, Spokane County Prosecutor's Office, Tribe and DCS to have mutual understanding and agreement on handling of child support issues in private cases in Spokane County Superior Court where Spokane Tribal TANF benefits have been paid to one of the parties.</p>	2006	<p>Lorraine Parlange Barbara Melville Karl Boettner</p>	Completed
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		<p>Expected Outcome</p>			<p>Progress</p>
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Goals/ Objectives	Activities		Target Date	Lead Staff	During Year Since Last July 1
5. Identify needs of American Indian clients & communities and whether current programs and policies meet these needs.	5.A DCS to obtain as many sample Tribal child support Code provisions, sample child support Guidelines and sample child support Schedules from Tribes in and outside the State of Washington and provide to the Tribe.	5.A Provide one or more sample Tribal child support Code provisions, sample child support Guidelines and sample child support Schedules from Tribes in and outside the State of Washington.	October 1, 2004;	Karl Boettner Margo Hill	Completed
	5.B DCS to obtain full information on DCS Pilot Project providing "SEMS lite" access to Puyallup Tribal Child Support Program and provide to the Tribe.	5.B Provision to Tribe of full information on DCS Pilot Project providing "SEMS lite" access to Puyallup Tribal Child Support Program.	May 1, 2004	Barb Melville Dave Parman Margo Hill	Completed

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6. Identify outstanding issues/gaps in service and develop performance expectations, which can be implemented, monitored and evaluated.	6.A DCS Spokane to make efforts to organize face-to-face meetings between most relevant DSHS officials and the Tribe regarding Tribe's request for funding from State of Washington for the Tribe's start-up of its own Child Support Program and DCS Spokane to report to Tribe on progress.	6.A One or more contacts by DCS with most relevant DSHS officials to obtain their involvement in face-to-face meetings with Tribe regarding Tribe's request for funding from State of Washington for the Tribe's start-up of its own Child Support Program.	July 1, 2004; October 1, 2004; February 1, 2005 May 1, 2005	Karl Boettner Margo Hill	Not Completed
	6.B DCS Spokane to make efforts to organize face-to-face meetings between most relevant DCS officials and the Tribe regarding Tribe's request for full access to DCS' SEMS information system for use by the Tribe in its start-up of its own Child Support Program and DCS Spokane to report to Tribe on progress.	6.B One or more contacts by DCS with most relevant DCS officials to obtain their involvement in face-to-face meetings with Tribe regarding Tribe's request for full access to DCS' SEMS information system for use by the Tribe in its start-up of its own Child Support Program.	July 1, 2004; October 1, 2004; February 1, 2005 May 1, 2005	Karl Boettner Margo Hill	Completed
	6.C DCS to try to obtain sample budgets from Tribes in and outside the State of	6.C Provision of one or more sample budgets from (a) Tribe(s) operating their own Child	July 1, 2004;	Karl Boettner Margo	Completed

Support, Region One SPOKANE TRIBE July '04-June '06 Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year. Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

	<p>Washington that are operating their own Child Support Programs and provide to the Tribe and report to Tribe on progress.</p> <p>6.D DCS to try to obtain sample staffing plans from Tribes in and outside the State of Washington that are operating their own Child Support Programs and provide to the Tribe and report to Tribe on progress.</p> <p>6.E DCS Spokane to request, on behalf of Tribe, that the State of Washington pay the Tribe's required matching funds for startup of the Spokane Tribal IV-D Program.</p>	<p>Support Programs to the Tribe, or one or more unsuccessful attempts to obtain sample budgets from Tribes operation their own Child Support Programs.</p> <p>6.D Provision of one or more sample staffing plans from (a) Tribe(s) operating their own Child Support Programs to the Tribe, or one or more unsuccessful attempts to obtain sample staffing plans from Tribes operation their own Child Support Programs.</p> <p>6.E DCS Spokane to report to the Tribe on the form and substance of the request, the officials to whom the request was made and the response to the request.</p>	<p>October 1, 2004; February 1, 2005 May 1, 2005 July 1, 2004; October 1, 2004; February 1, 2005 May 1, 2005</p> <p>April 1, 2006</p>	<p>Hill</p> <p>Karl Boettner Margo Hill</p> <p>Karl Boettner Margo Hill</p>	<p>Completed</p> <p>Completed</p>
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Goals/ Objectives	Activities	Expected Outcome	Target Date	Lead Staff	Status
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7. Train DCS staff on major principles of federal Indian law.	7.A Tribe to develop Government-to-Government training to be offered to Spokane DCS staff (or Region 1 DSHS staff generally) as agreed upon by DCS and the Tribe.	7.A Agreed upon Spokane DCS staff (or Region 1 DSHS staff) members have received an opportunity to attend a session of Government-to-Government training as developed by the Tribe.	October 1, 2004; May 1, 2005	Barb Melville Dave Parman Margo Hill	Not Completed
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